

b. Child Protection Policy

Adoption date: 1/22/2017

Revision date: 11/3/2019

The church is committed to safeguarding and protecting preschoolers, children, and youth age 18 and younger against the risk of child abuse. All those in positions of leadership share this responsibility, but the Ministers to Children and Students and the Weekday Preschool Director have overall responsibility for administering Child Protection Procedures.

The Policy applies to all volunteers and paid employees of Tabernacle Baptist Church who work with, supervise, chaperone, or lead in programs and ministries involving minors.

Child abuse is defined as the physical, mental, emotional, sexual, or verbal maltreatment; the neglect to the health and welfare of; or the exposure to any unreasonable risk to a minor. A minor is considered to be a victim of child abuse when the minor's physical or mental health or welfare is harmed, or threatened with harm, by acts or omissions of anyone responsible for his/her welfare.

Duties:

Ensure that all workers must be 18 years of age or older unless they are under the direct supervision of an adult worker. All persons (paid and volunteer) wishing to work with minors must complete a Ministry Application and will be interviewed by the appropriate pastoral team members. Both a sex offender and a criminal history background check will be completed on workers annually. Additionally, certification from a child abuse training such as Darkness to Light is mandatory for all volunteers working with minor children. Re-certification is required every three years, or every five years if the volunteer is a public school teacher.

Excluding paid employees, all workers must have been a member of Tabernacle Baptist Church for at least six months or a regular attendee for at least one year prior to working with minors.

A minimum of two adults will be present during any church activity where minors are present. Family members are not allowed to work together in a classroom setting unless another, non related, adult is present.

Workers are not permitted to spend time alone with a minor unless their contact is in an open/public setting. It is preferred that workers meet in small group settings, as opposed to a one-to-one environment. During private counseling sessions with a minor, the door will remain ajar with another worker in close proximity outside the room.

Windows in preschool, children's, and students' classroom doors will be left uncovered. If there is no window, doors will remain open. Under no circumstances will classroom doors be locked during class sessions.

Parental permission, including a signed waiver/release form will be obtained in writing for minors involved in church sponsored programs and activities which involve leaving church property or overnight activities.

Parental permission, including a signed waiver/release form will be obtained in writing when an overnight activity requires an adult to share a room with a minor. No adult will occupy the same bed of a minor,

with the exception of a parent or guardian.

Transportation to and from church related activities will be provided by licensed and insured commercial transportation companies or in church vehicles driven by church authorized drivers.

If a minor needs assistance in a restroom, the door to the restroom must be kept open and a second adult will be notified prior to entering the restroom. Diapering should be done at diaper stations and in close proximity to other workers.

An identification system will be utilized during church sponsored events and activities so that when an adult drops off a child, they are the same adult or the adult's designee who picks up the child.

Detailed Child Protection Procedures are maintained and periodically reviewed by the Deacon Administrative Council. A current copy is kept on file by the church Administrative Supervisor and is available for members to review upon request. Procedures may also be found in the members section of the church web site.